

## **Non-Discrimination (Inclusive of Title VI) Policy Statement & Complaint Procedures**

**Title VI of the Civil Rights Act of 1964 is the Federal law that protects individuals from discrimination on the basis of their race, color, or national origin in programs that receive Federal financial assistance.**

### **Policy Statement**

The University of Iowa prohibits discrimination in employment, educational programs, services and activities on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity or associational preference. As a program of the University and recipient of Federal financial assistance, the Cambus Transit System assures that no person in the United States shall, on the grounds of race, color, or national origin, will be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance. Furthermore, no person or group of persons shall be discriminated against with regard to routing, scheduling, or quality of transportation service furnished by Cambus on the basis of race, color, or national origin. Frequency of service, age and quality of vehicles assigned to routes, quality of stations serving different routes, and location of routes may not be determined on the basis of race, color or national origin.

### **Complaint Process**

In regard to the policy, any person who believes they have, individually, or as a member of any specific class of persons, been subjected to discrimination by the Cambus program, may file a complaint with the Cambus Manager, 100 Cambus Office, Iowa City, Iowa 52242; by telephone (319)335-8632, or by email at [pt-feedback@uiowa.edu](mailto:pt-feedback@uiowa.edu).

The Cambus Manager is responsible for all operations of the transit system and is committed to assuring that all employees and services comply with the University and Title VI non-discrimination policies. He/she will maintain a log of all Title VI complaints, investigate promptly and utilize all resources available. If a Title VI violation is found to exist, remedial steps as appropriate and necessary will be taken. The complainant will also receive a report of the findings and the actions to be taken. If the Cambus Manager determines that no Title VI violation is found, and the complainant wishes to appeal the decision, he/she may appeal directly to the Director of Parking and Transportation, 100 Cambus Office, Iowa City, Iowa 52242, telephone (319)335-8628. He/she will follow-up promptly and will/may utilize the resources of the University EEO & Diversity Office. If a Title VI violation is found to exist, remedial steps as appropriate and necessary will be taken. The complainant will also receive a report of the findings and the actions to be taken.

Should Cambus receive a Title VI complaint in the form of a formal charge or lawsuit, the complaint will be forwarded to the University of Iowa General Counsel's Office.

Complaints may also be filed with the following organizations within 180 days of the alleged discrimination:

#### **The University of Iowa, Office of EEO and Diversity**

202 Jessup Hall, Iowa City, Iowa 52242-1316 (319)335-0705 (voice) (319)353-0697 (text)  
Email: [diversity@uiowa.edu](mailto:diversity@uiowa.edu) Website: <http://www.uiowa.edu/~eod>

#### **Iowa Civil Rights Commission**

400 East 14<sup>th</sup> Street Des Moines, IA 50319-1004 (515)-281-4121 800-457-4416

How To File: [http://www.iowa.gov/government/crc/file\\_complaint/index.html](http://www.iowa.gov/government/crc/file_complaint/index.html)

Complaint Form: [http://www.iowa.gov/government/crc/docs/revised\\_COMPLAINT\\_FORM\\_2007.htm](http://www.iowa.gov/government/crc/docs/revised_COMPLAINT_FORM_2007.htm)

#### **Federal Transit Administration's Office of Civil Rights**

Attention: Title VI Program Coordinator

400 7<sup>th</sup> Street SW Room 9100 Washington, DC 20590 816-329-3770

[http://www.fta.dot.gov/civilrights/title6/civil\\_rights\\_5104.html](http://www.fta.dot.gov/civilrights/title6/civil_rights_5104.html)

For more information see "[Filing a Title VI Complaint with the FTA.](#)"